



# Organizational Results Year in Review

## ***Our first year ...***

Slightly more than a year ago, a group of 21 professionals from business and engineering backgrounds were brought together to help department managers use the latest information, tools and resources to close performance gaps. Through partnerships with public and private sectors, our staff provides best practices and innovative solutions designed to deliver a world-class transportation experience.

Our first year has been focused on building relationships with department managers instrumental in driving organizational performance. The response has been both encouraging and at times overwhelming. Matching the quickened pace of the organization while trying to organize ourselves, has been a challenge. However, the OR staff has risen to that challenge and delivered an impressive array of products and services.

This year-end review is intended to bring you up to date on OR's accomplishments for this past fiscal year and to invite you to use our staff resources to your advantage.

Respectfully submitted,

A handwritten signature in black ink that reads "Mara Campbell". The signature is fluid and cursive, with the first name "Mara" and last name "Campbell" clearly distinguishable.

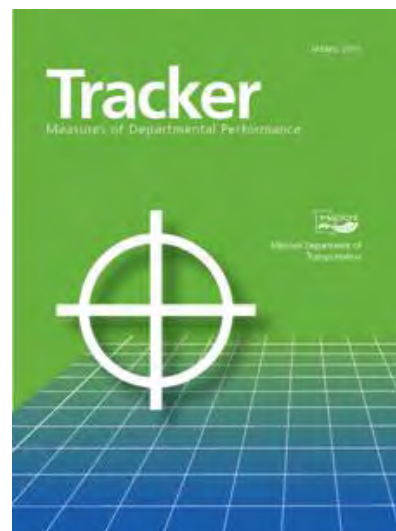
Mara Campbell  
Organizational Results Director



# Organizational Support

We seek to provide MoDOT with the tools and expert consultation to drive performance excellence.

- ✓ Provided direct staff support to Tangible Result Drivers and Measurement Drivers for quarterly Tracker reporting
- ✓ Coordinated quality review and publication of quarterly Trackers
- ✓ Coordinated quarterly Tracker review meetings with Executive Team and Measurement Drivers to assess organizational performance
- ✓ Conducted Tracker measurement workshops to standardize reporting formats
- ✓ Facilitated strategy development meetings for community relations, system maintenance, highway safety, right of way and transportation planning
- ✓ Coordinated two Partnering for Innovative Efficiencies workshops
- ✓ Developed and implemented a pilot performance incentive program
- ✓ Developed and implemented a pilot best practices system
- ✓ Developed and implemented district and division performance measurement reports
- ✓ Coordinated MoDOT's first application for the Missouri Quality Award
- ✓ Coordinated application processes for state and federal awards programs
- ✓ Facilitated the following teams:
  - Alternate Project Delivery
  - Annexation Process
  - Best Practices
  - Business Planning and Budget
  - Consultant Selection-Dispute Resolution
  - Earlier Completion of Projects
  - Employee Recruitment and Retention
  - Innovative Finance
  - Pavement Type Selection
  - Project Scoping
  - Property Management
  - MoDOT/MDNR/MDC Wetland Mitigation
  - MoDOT/MDNR Cultural Resources
  - MoDOT/MDNR Enhancements
  - MoDOT/MDNR Permitting NOV's
  - Work Zone Safety
- ✓ Facilitated the following meetings:
  - MoDOT Strategic Advance
  - Bicycle and Pedestrian Advisory Council Strategic Planning
  - Expense Report Review
  - Engineering Policy-group development
  - Project Management-cradle to grave
  - Missouri Coalition of Roadway Safety
  - GPS Survey Data Collection



# Research

*Our business and engineering research program is targeted to have the greatest impact on delivering a world-class transportation experience.*



- ✓ Hosted the first Strategic Research Visioning Workshop with internal and external partners
- ✓ Developed and implemented the Strategic Research Vision for 2007-2009
- ✓ Further matured the partnership with the Missouri Transportation Institute
  - Established research pre-proposal and proposal processes
  - Developed annual report process and format
- ✓ Completed the following contract research projects:
  - Shear Test of High Performance Steel Hybrid Girders
  - Performance and Serviceability of HPS Girders, MO 224, Lafayette County
  - Deciding to Click It: Seatbelt Use by Missouri Teens
  - Calibration of the CoreLok Method for Determination of Missouri Aggregate Specific Gravities
  - Trenchless Construction Methods, Implementation Support
  - Assessment and Analysis of Natural Hazards to Missouri Radio Tower Network
  - Character of 70% GGBFS Concrete - Lab Testing and Expanded Work
  - Evaluation and Determination of the Variability Existing in ASTM C 457 Using the Linear Transverse Method
  - Development of Procedures for Design of Earth Slope Using LRFD
  - Steel Free Hybrid Reinforcement System for Concrete Bridge Decks - Phase 1
  - Improvement of Sign Manufacturing Process at the MoDOT Sign Production Center
  - Assessing IRI vs. PI as a Measurement of Pavement Smoothness
  - Evaluation of NCHRP 20-63 Performance Measurement Tool Box and Reporting System
  - Permeability of Special Base on US 63 La Plata, Missouri
- ✓ Completed the following in-house research projects:
  - Development and Implementation of Environmental Roadside Inventory
  - Deck Replacement with Precast Concrete Segments
  - Evaluation of Very High Early Strength Latex Modified Concrete Overlays
  - Missouri Public Port Authorities: Assessment of Importance and Needs
  - Impact of Declining Intercity Bus Service in Missouri
  - Waterborne Traffic Paint and Bead Combination 4th Generation





## Innovative Solutions

*Putting research to work and taking advantage of best practices are critical to our success.*

- ✓ Developed new internal and external OR web sites
- ✓ Published quarterly Fast Forward newsletters
- ✓ Published 20 research reports and 11 project bulletins
- ✓ Refined MoDOT's new product submittal and evaluation process
- ✓ Coordinated agency evaluation of statewide employee ideas
- ✓ Coordinated use of REMI tool to assess economic impact of transportation
- ✓ Assisted development of assessment tool for the Environmental Services Section
- ✓ Assisted implementation of innovative solutions resulting from research studies
- ✓ Conducted research workshops on the following topics:
  - Seismic Retrofits with Metallic Dampers
  - Slope Stabilizations with Plastic Pins
- ✓ Hosted the 2006 Wind Induced Vibrations Cable Stay Bridge Workshop
- ✓ Identified the latest information and provided staff summaries for:
  - Diversion of Highway User Funds to Non-Highway Activities in 50 states
  - Customer Satisfaction Survey Variance by District
  - Trucking Industry Freight Volumes
  - Customer Expectations for Roadway and Roadside Maintenance
  - Rumble Strip Safety
  - Back to Work/Modified Duty for Injured Workers
  - Right of Way Incentive Program
  - Public Perception of Preservation versus Expansion

